

**Senate File 458 - Introduced**

SENATE FILE 458

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WINCKLER, DONAHUE,  
BISIGNANO, and JOCHUM

**A BILL FOR**

1 An Act concerning employment matters involving public employees  
2 including collective bargaining, educator employment  
3 matters, personnel records and settlement agreements, city  
4 civil service requirements, and health insurance matters,  
5 and including effective date, applicability, and transition  
6 provisions.

7 BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF IOWA:

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DIVISION I

PUBLIC EMPLOYEE COLLECTIVE BARGAINING

Section 1. Section 20.3, subsections 11 and 13, Code 2023, are amended by striking the subsections.

Sec. 2. Section 20.6, subsection 1, Code 2023, is amended to read as follows:

1. ~~Administer~~ Interpret, apply, and administer the provisions of **this chapter**.

Sec. 3. Section 20.6, subsections 6 and 7, Code 2023, are amended by striking the subsections.

Sec. 4. Section 20.7, subsection 2, Code 2023, is amended to read as follows:

2. Hire, ~~evaluate~~, promote, demote, transfer, assign, and retain public employees in positions within the public agency.

Sec. 5. Section 20.8, subsection 5, Code 2023, is amended by striking the subsection.

Sec. 6. Section 20.9, Code 2023, is amended by striking the section and inserting in lieu thereof the following:

**20.9 Scope of negotiations.**

1. The public employer and the employee organization shall meet at reasonable times, including meetings reasonably in advance of the public employer's budget-making process, to negotiate in good faith with respect to wages, hours, vacations, insurance, holidays, leaves of absence, shift differentials, overtime compensation, supplemental pay, seniority, transfer procedures, job classifications, health and safety matters, evaluation procedures, procedures for staff reduction, in-service training, and other matters mutually agreed upon. Negotiations shall also include terms authorizing dues checkoff for members of the employee organization and grievance procedures for resolving any questions arising under the agreement, which shall be embodied in a written agreement and signed by the parties. If an agreement provides for dues checkoff, a member's dues may be checked off only upon the member's written request and the member may terminate the dues

1 checkoff at any time by giving thirty days' written notice.  
2 Such obligation to negotiate in good faith does not compel  
3 either party to agree to a proposal or make a concession.

4 2. Nothing in this section shall diminish the authority  
5 and power of the department of administrative services, board  
6 of regents' merit system, Iowa public broadcasting board's  
7 merit system, or any civil service commission established by  
8 constitutional provision, statute, charter, or special act to  
9 recruit employees, prepare, conduct and grade examinations,  
10 rate candidates in order of their relative scores for  
11 certification for appointment or promotion or for other matters  
12 of classification, reclassification or appeal rights in the  
13 classified service of the public employer served.

14 3. All retirement systems shall be excluded from the scope  
15 of negotiations.

16 Sec. 7. Section 20.10, subsection 3, paragraph j, Code 2023,  
17 is amended by striking the paragraph.

18 Sec. 8. Section 20.12, subsection 5, Code 2023, is amended  
19 to read as follows:

20 5. If an employee organization or any of its officers  
21 is held to be in contempt of court for failure to comply  
22 with an injunction pursuant to [this section](#), or is convicted  
23 of violating [this section](#), the employee organization shall  
24 be immediately decertified, shall cease to represent the  
25 bargaining unit, shall cease to receive any dues by checkoff,  
26 and may again be certified only after ~~twenty-four~~ twelve months  
27 have elapsed from the effective date of decertification and  
28 only if after a new ~~petition for certification pursuant to~~  
29 compliance with [section 20.14](#) is filed and a new certification  
30 ~~election pursuant to [section 20.15](#) is held.~~ The penalties  
31 provided in [this section](#) may be suspended or modified by the  
32 court, but only upon request of the public employer and only  
33 if the court determines the suspension or modification is in  
34 the public interest.

35 Sec. 9. Section 20.15, Code 2023, is amended by striking the

1 section and inserting in lieu thereof the following:

2 **20.15 Elections.**

3 1. Upon the filing of a petition for certification of an  
4 employee organization, the board shall submit a question to  
5 the public employees at an election in the bargaining unit  
6 found appropriate by the board. The question on the ballot  
7 shall permit the public employees to vote for no bargaining  
8 representation or for any employee organization which has  
9 petitioned for certification or which has presented proof  
10 satisfactory to the board of support of ten percent or more of  
11 the public employees in the appropriate unit.

12 2. If a majority of the votes cast on the question is  
13 for no bargaining representation, the public employees in  
14 the bargaining unit found appropriate by the board shall not  
15 be represented by an employee organization. If a majority  
16 of the votes cast on the question is for a listed employee  
17 organization, then that employee organization shall represent  
18 the public employees in the bargaining unit found appropriate  
19 by the board.

20 3. If none of the choices on the ballot receive the vote  
21 of a majority of the public employees voting, the board shall  
22 conduct a runoff election among the two choices receiving the  
23 greatest number of votes.

24 4. Upon written objections filed by any party to the  
25 election within ten days after notice of the results of  
26 the election, if the board finds that misconduct or other  
27 circumstances prevented the public employees eligible to  
28 vote from freely expressing their preferences, the board may  
29 invalidate the election and hold a second election for the  
30 public employees.

31 5. Upon completion of a valid election in which the majority  
32 choice of the employees voting is determined, the board shall  
33 certify the results of the election and shall give reasonable  
34 notice of the order to all employee organizations listed on the  
35 ballot, the public employers, and the public employees in the

1 appropriate bargaining unit.

2 6. *a.* A petition for certification as exclusive bargaining  
3 representative of a bargaining unit shall not be considered  
4 by the board for a period of one year from the date of the  
5 noncertification of an employee organization as the exclusive  
6 bargaining representative of that bargaining unit following a  
7 certification election. A petition for certification as the  
8 exclusive bargaining representative of a bargaining unit shall  
9 also not be considered by the board if the bargaining unit is  
10 at that time represented by a certified exclusive bargaining  
11 representative.

12 *b.* A petition for the decertification of the exclusive  
13 bargaining representative of a bargaining unit shall not be  
14 considered by the board for a period of one year from the date  
15 of its certification, or within one year of its continued  
16 certification following a decertification election, or during  
17 the duration of a collective bargaining agreement which, for  
18 purposes of this section, shall be deemed not to exceed two  
19 years. However, if a petition for decertification is filed  
20 during the duration of a collective bargaining agreement, the  
21 board shall award an election under this section not more than  
22 one hundred eighty days and not less than one hundred fifty  
23 days prior to the expiration of the collective bargaining  
24 agreement. If an employee organization is decertified, the  
25 board may receive petitions under section 20.14, provided that  
26 no such petition and no election conducted pursuant to such  
27 petition within one year from decertification shall include as  
28 a party the decertified employee organization.

29 *c.* A collective bargaining agreement with the state, its  
30 boards, commissions, departments, and agencies shall be for two  
31 years. The provisions of a collective bargaining agreement or  
32 arbitrator's award affecting state employees shall not provide  
33 for renegotiations which would require the refinancing of  
34 salary and fringe benefits for the second year of the term of  
35 the agreement, except as provided in section 20.17, subsection

1 6. The effective date of any such agreement shall be July 1 of  
2 odd-numbered years, provided that if an exclusive bargaining  
3 representative is certified on a date which will prevent the  
4 negotiation of a collective bargaining agreement prior to  
5 July 1 of odd-numbered years for a period of two years, the  
6 certified collective bargaining representative may negotiate  
7 a one-year contract with the public employer which shall be  
8 effective from July 1 of the even-numbered year to July 1  
9 of the succeeding odd-numbered year when new contracts shall  
10 become effective.

11 Sec. 10. Section 20.17, subsection 8, Code 2023, is amended  
12 by striking the subsection and inserting in lieu thereof the  
13 following:

14 8. The salaries of all public employees of the state under  
15 a merit system and all other fringe benefits which are granted  
16 to all public employees of the state shall be negotiated with  
17 the governor or the governor's designee on a statewide basis,  
18 except those benefits which are not subject to negotiations  
19 pursuant to the provisions of section 20.9.

20 Sec. 11. Section 20.17, Code 2023, is amended by adding the  
21 following new subsection:

22 NEW SUBSECTION. 8A. A public employee or any employee  
23 organization shall not negotiate or attempt to negotiate  
24 directly with a member of the governing board of a public  
25 employer if the public employer has appointed or authorized  
26 a bargaining representative for the purpose of bargaining  
27 with the public employees or their representative, unless the  
28 member of the governing board is the designated bargaining  
29 representative of the public employer.

30 Sec. 12. Section 20.22, subsections 2, 3, 7, 9, and 10, Code  
31 2023, are amended to read as follows:

32 2. Each party shall serve its final offer on each of  
33 the impasse items upon the other party within four days of  
34 the board's receipt of the request for arbitration, ~~or by a~~  
35 ~~deadline otherwise agreed upon by the parties.~~ The parties may

1 continue to negotiate all offers until an agreement is reached  
2 or an award is rendered by the arbitrator. The full costs of  
3 arbitration under **this section** shall be shared equally by the  
4 parties to the dispute.

5 3. The submission of the impasse items to the arbitrator  
6 shall be limited to those items upon which the parties have  
7 not reached agreement. With respect to each such item, the  
8 arbitrator's award shall be restricted to the final offers on  
9 each impasse item submitted by the parties to the arbitrator,  
10 ~~except as provided in **subsection 10**, paragraph "b".~~

11 7. ~~For an arbitration involving a bargaining unit that~~  
12 ~~has at least thirty percent of members who are public safety~~  
13 ~~employees, the~~ The arbitrator shall consider and ~~specifically~~  
14 ~~address in the arbitrator's determination~~, in addition to any  
15 other relevant factors, the following factors:

16 a. Past collective bargaining contracts between the parties  
17 including the bargaining that led up to such contracts.

18 b. Comparison of wages, hours, and conditions of employment  
19 of the involved public employees with those of other public  
20 employees doing comparable work, giving consideration to  
21 factors peculiar to the area and the classifications involved.

22 c. The interests and welfare of the public, the ability of  
23 the public employer to finance economic adjustments, and the  
24 effect of such adjustments on the normal standard of services.

25 d. The power of the public employer to levy taxes and  
26 appropriate funds for the conduct of its operations.

27 9. ~~a.~~ The arbitrator may administer oaths, examine  
28 witnesses and documents, take testimony and receive evidence,  
29 and issue subpoenas to compel the attendance of witnesses and  
30 the production of records. The arbitrator may petition the  
31 district court at the seat of government or of the county  
32 in which the hearing is held to enforce the order of the  
33 arbitrator compelling the attendance of witnesses and the  
34 production of records.

35 ~~b. Except as required for purposes of the consideration of~~

1 the factors specified in ~~subsection 7~~, paragraphs "a" through  
2 "c", and ~~subsection 8~~, paragraph "a", subparagraphs (1) through  
3 (3), the parties shall not introduce, and the arbitrator  
4 shall not accept or consider, any direct or indirect evidence  
5 regarding any subject excluded from negotiations pursuant to  
6 ~~section 20.9~~.

7 10. ~~a~~. The arbitrator shall select within fifteen  
8 days after the hearing the most reasonable offer, in the  
9 arbitrator's judgment, of the final offers on each impasse item  
10 submitted by the parties.

11 ~~b~~. (1) ~~However, for an arbitration involving a bargaining~~  
12 ~~unit that does not have at least thirty percent of members who~~  
13 ~~are public safety employees, with respect to any increase in~~  
14 ~~base wages, the arbitrator's award shall not exceed the lesser~~  
15 ~~of the following percentages in any one-year period in the~~  
16 ~~duration of the bargaining agreement:~~

17 (a) ~~Three percent.~~

18 (b) ~~A percentage equal to the increase in the consumer~~  
19 ~~price index for all urban consumers for the midwest region,~~  
20 ~~if any, as determined by the United States department of~~  
21 ~~labor, bureau of labor statistics, or a successor index. Such~~  
22 ~~percentage shall be the change in the consumer price index~~  
23 ~~for the twelve-month period beginning eighteen months prior~~  
24 ~~to the month in which the impasse item regarding base wages~~  
25 ~~was submitted to the arbitrator and ending six months prior to~~  
26 ~~the month in which the impasse item regarding base wages was~~  
27 ~~submitted to the arbitrator.~~

28 (2) ~~To assist the parties in the preparation of their final~~  
29 ~~offers on an impasse item regarding base wages, the board~~  
30 ~~shall provide information to the parties regarding the change~~  
31 ~~in the consumer price index for all urban consumers for the~~  
32 ~~midwest region for any twelve-month period. The department of~~  
33 ~~workforce development shall assist the board in preparing such~~  
34 ~~information upon request.~~

35 Sec. 13. Section 20.22, subsection 8, Code 2023, is amended

1 by striking the subsection.

2 Sec. 14. Section 20.26, subsection 4, Code 2023, is amended  
3 to read as follows:

4 4. Nothing in **this section** shall be construed to prohibit  
5 voluntary contributions by individuals to political parties  
6 or candidates, ~~provided that such contributions are not made~~  
7 ~~through payroll deductions.~~

8 Sec. 15. Section 20.29, Code 2023, is amended to read as  
9 follows:

10 **20.29 Filing agreement — public access — internet site.**

11 ~~1. Collective bargaining agreements shall be in writing and~~  
12 ~~shall be signed by the parties.~~

13 ~~2. A copy of a collective bargaining agreement entered into~~  
14 ~~between a public employer and a certified employee organization~~  
15 ~~and made final under **this chapter** shall be filed with the board~~  
16 ~~by the public employer within ten days of the date on which the~~  
17 ~~agreement is entered into.~~

18 ~~3. Copies of collective bargaining agreements entered~~  
19 ~~into between the state and the state employees' bargaining~~  
20 ~~representatives and made final under **this chapter** shall be~~  
21 ~~filed with the secretary of state and be made available to the~~  
22 ~~public at cost.~~

23 ~~4. The board shall maintain an internet site that allows~~  
24 ~~searchable access to a database of collective bargaining~~  
25 ~~agreements and other collective bargaining information.~~

26 Sec. 16. Section 20.30, Code 2023, is amended by striking  
27 the section and inserting in lieu thereof the following:

28 **20.30 Supervisory member — no reduction before retirement.**

29 1. A supervisory member of any department or agency  
30 employed by the state of Iowa shall not be granted a voluntary  
31 reduction to a nonsupervisory rank or grade during the six  
32 months preceding retirement of the member. A member of any  
33 department or agency employed by the state of Iowa who retires  
34 in less than six months after voluntarily requesting and  
35 receiving a reduction in rank or grade from a supervisory to a

1 nonsupervisory position shall be ineligible for a benefit to  
2 which the member is entitled as a nonsupervisory member but is  
3 not entitled as a supervisory member.

4 2. The provisions of this section shall be effective during  
5 the collective bargaining agreement in effect from July 1,  
6 1979, to June 30, 1981.

7 Sec. 17. Section 20.31, subsection 2, unnumbered paragraph  
8 1, Code 2023, is amended to read as follows:

9 A mediator shall not be required to testify in any judicial,  
10 administrative, ~~arbitration,~~ or grievance proceeding regarding  
11 any matters occurring in the course of a mediation, including  
12 any verbal or written communication or behavior, other than  
13 facts relating exclusively to the timing or scheduling of  
14 mediation. A mediator shall not be required to produce or  
15 disclose any documents, including notes, memoranda, or other  
16 work product, relating to mediation, other than documents  
17 relating exclusively to the timing or scheduling of mediation.  
18 This subsection shall not apply in any of the following  
19 circumstances:

20 Sec. 18. Section 22.7, subsection 69, Code 2023, is amended  
21 to read as follows:

22 69. The evidence of public employee support for  
23 the certification, ~~retention and recertification,~~ or  
24 decertification of an employee organization as defined in  
25 section 20.3 that is submitted to the public employment  
26 relations board as provided in [section 20.14](#) or [20.15](#).

27 Sec. 19. Section 22.7, subsection 70, Code 2023, is amended  
28 by striking the subsection.

29 Sec. 20. Section 70A.17A, Code 2023, is amended by adding  
30 the following new subsection:

31 NEW SUBSECTION. 3. This section shall not affect a payroll  
32 deduction elected by a state employee pursuant to section  
33 70A.19.

34 Sec. 21. Section 70A.19, Code 2023, is amended by striking  
35 the section and inserting in lieu thereof the following:

1     **70A.19 Duration of state payroll deduction for dues of**  
2 **employee organization member.**

3     A state employee who elects a payroll deduction for  
4 membership dues to an employee organization pursuant to the  
5 provisions of a collective bargaining agreement negotiated  
6 under the provisions of chapter 20 shall maintain the deduction  
7 for a period of one year or until the expiration of the  
8 collective bargaining agreement, whichever occurs first. A  
9 state employee who transfers employment to a position covered  
10 by a different collective bargaining agreement or who becomes  
11 a management employee is not subject to this requirement.  
12 With respect to state employees, this section supersedes the  
13 provisions of section 20.9 allowing termination of a dues  
14 checkoff at any time but does not supersede the requirement for  
15 thirty days' written notice of termination.

16     Sec. 22. Section 412.2, subsection 1, Code 2023, is amended  
17 to read as follows:

18     1. From the proceeds of the assessments on the wages  
19 and salaries of employees, of any such waterworks system,  
20 or other municipally owned and operated public utility,  
21 eligible to receive the benefits thereof. Notwithstanding  
22 any provisions of section 20.9 to the contrary, a council,  
23 board of waterworks, or other board or commission which  
24 establishes a pension and annuity retirement system pursuant to  
25 this chapter, shall negotiate in good faith with a certified  
26 employee organization as defined in section 20.3, which is the  
27 collective bargaining representative of the employees, with  
28 respect to the amount or rate of the assessment on the wages  
29 and salaries of employees and the method or methods for payment  
30 of the assessment by the employees.

31     Sec. 23. Section 602.1401, subsection 3, paragraph b, Code  
32 2023, is amended to read as follows:

33     b. For purposes of **chapter 20**, the certified representative,  
34 which on July 1, 1983, represents employees who become judicial  
35 branch employees as a result of **1983 Iowa Acts, ch. 186**, shall

1 remain the certified representative when the employees become  
2 judicial branch employees and thereafter, unless the public  
3 employee organization is ~~not retained and recertified or is~~  
4 decertified in an election held under [section 20.15](#) or amended  
5 or absorbed into another certified organization pursuant to  
6 chapter 20. Collective bargaining negotiations shall be  
7 conducted on a statewide basis and the certified employee  
8 organizations which engage in bargaining shall negotiate on a  
9 statewide basis, although bargaining units shall be organized  
10 by judicial district. The public employment relations board  
11 shall adopt rules pursuant to [chapter 17A](#) to implement this  
12 subsection.

13 Sec. 24. REPEAL. Sections 20.32 and 20.33, Code 2023, are  
14 repealed.

15 Sec. 25. TRANSITION PROCEDURES — DEADLINE — EMERGENCY  
16 RULES.

17 1. As of the effective date of this division of this Act,  
18 parties, mediators, and arbitrators engaging in any collective  
19 bargaining procedures provided for in chapter 20, Code 2023,  
20 who have not, before the effective date of this division  
21 of this Act, completed such procedures, shall immediately  
22 terminate any such procedures in process. A collective  
23 bargaining agreement negotiated pursuant to such procedures in  
24 process shall not become effective. Parties, mediators, and  
25 arbitrators shall not engage in further collective bargaining  
26 procedures except as provided in this section. Such parties  
27 shall commence collective bargaining in accordance with section  
28 20.17, as amended in this division of this Act. Such parties  
29 shall complete such bargaining not later than June 30, 2023,  
30 unless the parties mutually agree to a different deadline.

31 2. The public employment relations board shall adopt  
32 emergency rules under section 17A.4, subsection 3, and section  
33 17A.5, subsection 2, paragraph "b", to provide for procedures  
34 as deemed necessary to implement the provisions of this  
35 section within five business days of the effective date of

1 this Act and shall submit such rules to the administrative  
2 rules coordinator and the administrative code editor pursuant  
3 to section 17A.5, subsection 1, within the same period. The  
4 rules shall be effective immediately upon filing unless a later  
5 date is specified in the rules. Such rules shall include but  
6 are not limited to alternative deadlines for completion of the  
7 procedures provided in sections 20.17 and 20.22, as amended by  
8 this division of this Act, and sections 20.19 and 20.20, which  
9 deadlines may be waived by mutual agreement of the parties.

10 3. The department of administrative services shall adopt  
11 emergency rules under section 17A.4, subsection 3, and  
12 section 17A.5, subsection 2, paragraph "b", to provide for the  
13 implementation of section 70A.19, as amended by this division  
14 of this Act within five business days of the effective date  
15 of this Act and shall submit such rules to the administrative  
16 rules coordinator and the administrative code editor pursuant  
17 to section 17A.5, subsection 1, within the same period. The  
18 rules shall be effective immediately upon filing unless a later  
19 date is specified in the rules.

20 Sec. 26. ELECTIONS — DIRECTIVES TO PUBLIC EMPLOYMENT  
21 RELATIONS BOARD.

22 1. The public employment relations board shall cancel any  
23 elections scheduled or in process pursuant to section 20.15,  
24 subsection 2, Code 2023, as of the effective date of this Act.

25 2. Notwithstanding section 20.15, subsection 1, paragraph  
26 "c", Code 2023, the public employment relations board  
27 shall consider a petition for certification of an employee  
28 organization as the exclusive representative of a bargaining  
29 unit for which an employee organization was not retained and  
30 recertified as the exclusive representative of that bargaining  
31 unit regardless of the amount of time that has elapsed since  
32 the retention and recertification election at which an employee  
33 organization was not retained or recertified.

34 Sec. 27. EFFECTIVE DATE. This division of this Act, being  
35 deemed of immediate importance, takes effect upon enactment.



1 whichever date occurs first. However, a teacher shall not be  
2 required to return a contract to the board or to resign less  
3 than twenty-one days after the contract has been offered.

4 5. Notwithstanding the other provisions of [this section](#), a  
5 temporary contract may be issued to a teacher ~~for a period of~~  
6 ~~up to six months. Notwithstanding the other provisions of this~~  
7 ~~section, a temporary contract may also be issued to a teacher~~  
8 to fill a vacancy created by a leave of absence in accordance  
9 with the provisions of [section 29A.28](#), which contract shall  
10 automatically terminate upon return from military leave of the  
11 former incumbent of the teaching position. ~~Temporary contracts~~  
12 and which contract shall not be subject to the provisions of  
13 sections 279.15 through 279.19, or [section 279.27](#). A separate  
14 extracurricular contract issued pursuant to [section 279.19A](#) to  
15 a person issued a temporary contract under [this section](#) shall  
16 automatically terminate with the termination of the temporary  
17 contract as required under [section 279.19A, subsection 8](#).

18 Sec. 30. Section 279.13, subsection 4, unnumbered paragraph  
19 1, Code 2023, is amended to read as follows:

20 For purposes of [this section](#), [sections 279.14, 279.15,](#)  
21 ~~[279.16](#)~~ through 279.17, 279.19, and 279.27, unless the context  
22 otherwise requires, "teacher" includes the following individuals  
23 employed by a community college:

24 Sec. 31. Section 279.14, Code 2023, is amended to read as  
25 follows:

26 **279.14 Evaluation criteria and procedures.**

27 1. The board shall establish evaluation criteria and shall  
28 implement evaluation procedures. If an exclusive bargaining  
29 representative has been certified, the board shall negotiate  
30 in good faith with respect to evaluation procedures pursuant  
31 to chapter 20.

32 2. The determination of standards of performance expected  
33 of school district personnel shall be reserved as an exclusive  
34 management right of the school board and shall not be subject  
35 to mandatory negotiations under [chapter 20](#). ~~Objections~~

1 Notwithstanding chapter 20, objections to the procedures,  
2 use, or content of an evaluation in a teacher termination  
3 proceeding brought before the school board in a hearing held in  
4 accordance with section 279.16 or 279.27 shall not be subject  
5 to any the grievance procedures negotiated in accordance with  
6 chapter 20. A school district shall not be obligated to  
7 process any evaluation grievance after service of a notice and  
8 recommendation to terminate an individual's continuing teaching  
9 contract in accordance with this chapter.

10 Sec. 32. Section 279.15, subsection 2, paragraph c, Code  
11 2023, is amended to read as follows:

12 c. Within five days of the receipt of the written notice  
13 that the superintendent is recommending termination of the  
14 contract, the teacher may request, in writing to the secretary  
15 of the board, a private hearing with the board. The private  
16 hearing shall not be subject to chapter 21 and shall be held  
17 no sooner than ~~twenty~~ ten days and no later than ~~forty~~ twenty  
18 days following the receipt of the request unless the parties  
19 otherwise agree. The secretary of the board shall notify the  
20 teacher in writing of the date, time, and location of the  
21 private hearing, and at least ~~ten~~ five days before the hearing  
22 shall also furnish to the teacher any documentation which  
23 may be presented to the board at the private hearing and a  
24 list of persons who may address the board in support of the  
25 superintendent's recommendation at the private hearing. At  
26 least ~~seven~~ three days before the hearing, the teacher shall  
27 provide any documentation the teacher expects to present at  
28 the private hearing, along with the names of any persons who  
29 may address the board on behalf of the teacher. This exchange  
30 of information shall be at the time specified unless otherwise  
31 agreed.

32 Sec. 33. Section 279.16, Code 2023, is amended by striking  
33 the section and inserting in lieu thereof the following:

34 **279.16 Private hearing — decision — record.**

35 1. The participants at the private hearing shall be

1 at least a majority of the members of the board, their  
2 legal representatives, if any, the superintendent, the  
3 superintendent's designated representatives, if any, the  
4 teacher's immediate supervisor, the teacher, the teacher's  
5 representatives, if any, and the witnesses for the parties.  
6 The evidence at the private hearing shall be limited to the  
7 specific reasons stated in the superintendent's notice of  
8 recommendation of termination. No participant in the hearing  
9 shall be liable for any damages to any person if any statement  
10 at the hearing is determined to be erroneous as long as the  
11 statement was made in good faith. The superintendent shall  
12 present evidence and argument on all issues involved and  
13 the teacher may cross-examine, respond and present evidence  
14 and argument in the teacher's behalf relevant to all issues  
15 involved. Evidence may be by stipulation of the parties and  
16 informal settlement may be made by stipulation, consent, or  
17 default or by any other method agreed upon by the parties in  
18 writing. The board shall employ a certified shorthand reporter  
19 to keep a record of the private hearing. The proceedings  
20 or any part thereof shall be transcribed at the request of  
21 either party with the expense of transcription charged to the  
22 requesting party.

23 2. The presiding officer of the board may administer oaths  
24 in the same manner and with like effect and under the same  
25 penalties as in the case of magistrates exercising criminal  
26 or civil jurisdiction. The board shall cause subpoenas to be  
27 issued for such witnesses and the production of such books  
28 and papers as either the board or the teacher may designate.  
29 The subpoenas shall be signed by the presiding officer of the  
30 board.

31 3. In case a witness is duly subpoenaed and refuses to  
32 attend, or in case a witness appears and refuses to testify  
33 or to produce required books or papers, the board shall,  
34 in writing, report such refusal to the district court of  
35 the county in which the administrative office of the school

1 district is located, and the court shall proceed with the  
2 person or witness as though the refusal had occurred in a  
3 proceeding legally pending before the court.

4 4. The board shall not be bound by common law or statutory  
5 rules of evidence or by technical or formal rules of procedure,  
6 but it shall hold the hearing in such manner as is best suited  
7 to ascertain and conserve the substantial rights of the  
8 parties. Process and procedure under sections 279.13 through  
9 279.19 shall be as summary as reasonably may be.

10 5. At the conclusion of the private hearing, the  
11 superintendent and the teacher may file written briefs and  
12 arguments with the board within three days or such other time  
13 as may be agreed upon.

14 6. If the teacher fails to timely request a private hearing  
15 or does not appear at the private hearing, the board may  
16 proceed and make a determination upon the superintendent's  
17 recommendation. If the teacher fails to timely file a request  
18 for a private hearing, the determination shall be not later  
19 than May 31. If the teacher fails to appear at the private  
20 hearing, the determination shall be not later than five days  
21 after the scheduled date for the private hearing. The board  
22 shall convene in open session and by roll call vote determine  
23 the termination or continuance of the teacher's contract  
24 and, if the board votes to continue the teacher's contract,  
25 whether to suspend the teacher with or without pay for a period  
26 specified by the board.

27 7. Within five days after the private hearing, the board  
28 shall, in executive session, meet to make a final decision  
29 upon the recommendation and the evidence as herein provided.  
30 The board shall also consider any written brief and arguments  
31 submitted by the superintendent and the teacher.

32 8. The record for a private hearing shall include:

33 a. All pleadings, motions and intermediate rulings.

34 b. All evidence received or considered and all other  
35 submissions.

1     *c.* A statement of all matters officially noticed.

2     *d.* All questions and offers of proof, objections and rulings  
3 thereon.

4     *e.* All findings and exceptions.

5     *f.* Any decision, opinion, or conclusion by the board.

6     *g.* Findings of fact shall be based solely on the evidence in  
7 the record and on matters officially noticed in the record.

8     9. The decision of the board shall be in writing and shall  
9 include findings of fact and conclusions of law, separately  
10 stated. Findings of fact, if set forth in statutory language,  
11 shall be accompanied by a concise and explicit statement of  
12 the underlying facts supporting the findings. Each conclusion  
13 of law shall be supported by cited authority or by reasoned  
14 opinion.

15     10. When the board has reached a decision, opinion, or  
16 conclusion, it shall convene in open meeting and by roll  
17 call vote determine the continuance or discontinuance of the  
18 teacher's contract and, if the board votes to continue the  
19 teacher's contract, whether to suspend the teacher with or  
20 without pay for a period specified by the board. The record  
21 of the private conference and findings of fact and exceptions  
22 shall be exempt from the provisions of [chapter 22](#). The  
23 secretary of the board shall immediately mail notice of the  
24 board's action to the teacher.

25     Sec. 34. NEW SECTION. 279.17 **Appeal by teacher to**  
26 **adjudicator.**

27     1. If the teacher is no longer a probationary teacher, the  
28 teacher may, within ten days, appeal the determination of the  
29 board to an adjudicator by filing a notice of appeal with the  
30 secretary of the board. The notice of appeal shall contain a  
31 concise statement of the action which is the subject of the  
32 appeal, the particular board action appealed from, the grounds  
33 on which relief is sought and the relief sought.

34     2. Within five days following receipt by the secretary  
35 of the notice of appeal, the board or the board's legal

1 representative, if any, and the teacher or the teacher's  
2 representative, if any, may select an adjudicator who resides  
3 within the boundaries of the merged area in which the school  
4 district is located. If an adjudicator cannot be mutually  
5 agreed upon within the five-day period, the secretary shall  
6 notify the chairperson of the public employment relations board  
7 by transmitting the notice of appeal, and the chairperson of  
8 the public employment relations board shall within five days  
9 provide a list of five adjudicators to the parties. Within  
10 three days from receipt of the list of adjudicators, the  
11 parties shall select an adjudicator by alternately removing a  
12 name from the list until only one name remains. The person  
13 whose name remains shall be the adjudicator. The parties shall  
14 determine by lot which party shall remove the first name from  
15 the list submitted by the chairperson of the public employment  
16 relations board. The secretary of the board shall inform the  
17 chairperson of the public employment relations board of the  
18 name of the adjudicator selected.

19 3. If the teacher does not timely request an appeal to an  
20 adjudicator, the decision, opinion, or conclusion of the board  
21 shall become final and binding.

22 4. a. Within thirty days after filing the notice of appeal,  
23 or within further time allowed by the adjudicator, the board  
24 shall transmit to the adjudicator the original or a certified  
25 copy of the entire record of the private hearing which may be  
26 the subject of the petition. By stipulation of the parties  
27 to review the proceedings, the record of the case may be  
28 shortened. The adjudicator may require or permit subsequent  
29 corrections or additions to the shortened record.

30 b. The record certified and filed by the board shall be the  
31 record upon which the appeal shall be heard and no additional  
32 evidence shall be heard by the adjudicator. In such appeal to  
33 the adjudicator, especially when considering the credibility  
34 of witnesses, the adjudicator shall give weight to the fact  
35 findings of the board but shall not be bound by them.

1 5. Before the date set for hearing a petition for review  
2 of board action, which shall be within ten days after  
3 receipt of the record unless otherwise agreed or unless the  
4 adjudicator orders additional evidence be taken before the  
5 board, application may be made to the adjudicator for leave to  
6 present evidence in addition to that found in the record of the  
7 case. If it is shown to the adjudicator that the additional  
8 evidence is material and that there were good reasons for  
9 failure to present it in the private hearing before the board,  
10 the adjudicator may order that the additional evidence be taken  
11 before the board upon conditions determined by the adjudicator.  
12 The board may modify its findings and decision in the case by  
13 reason of the additional evidence and shall file that evidence  
14 and any modifications, new findings, or decisions, with the  
15 adjudicator and mail copies of the new findings or decisions  
16 to the teacher.

17 6. The adjudicator may affirm board action or remand to the  
18 board for further proceedings. The adjudicator shall reverse,  
19 modify, or grant any appropriate relief from the board action  
20 if substantial rights of the teacher have been prejudiced  
21 because the board action is any of the following:

- 22 a. In violation of a board rule or policy or contract.  
23 b. Unsupported by a preponderance of the competent evidence  
24 in the record made before the board when that record is viewed  
25 as a whole.  
26 c. Unreasonable, arbitrary or capricious or characterized  
27 by an abuse of discretion or a clearly unwarranted exercise of  
28 discretion.

29 7. The adjudicator shall, within fifteen days after the  
30 hearing, make a decision and shall give a copy of the decision  
31 to the teacher and the secretary of the board. The decision  
32 of the adjudicator shall become the final and binding decision  
33 of the board unless either party within ten days notifies the  
34 secretary of the board that the decision is rejected. The  
35 board may reject the decision by majority roll call vote, in

1 open meeting, entered into the minutes of the meeting. The  
2 board shall immediately notify the teacher of its decision  
3 by certified mail. The teacher may reject the adjudicator's  
4 decision by notifying the board's secretary in writing within  
5 ten days of the filing of such decision.

6 8. All costs of the adjudicator shall be shared equally by  
7 the teacher and the board.

8 Sec. 35. Section 279.18, Code 2023, is amended by striking  
9 the section and inserting in lieu thereof the following:

10 **279.18 Appeal by either party to court.**

11 1. If either party rejects the adjudicator's decision,  
12 the rejecting party shall, within thirty days of the initial  
13 filing of such decision, appeal to the district court of  
14 the county in which the administrative office of the school  
15 district is located. The notice of appeal shall be immediately  
16 mailed by certified mail to the other party. The adjudicator  
17 shall transmit to the reviewing court the original or a  
18 certified copy of the entire record which may be the subject  
19 of the petition. By stipulation of all parties to the review  
20 proceedings, the record of such a case may be shortened. A  
21 party unreasonably refusing to stipulate to limit the record  
22 may be taxed by the court for the additional cost. The court  
23 may require or permit subsequent corrections or additions to  
24 the shortened record.

25 2. In proceedings for judicial review of the adjudicator's  
26 decision, the court shall not hear any further evidence  
27 but shall hear the case upon the certified record. In such  
28 judicial review, especially when considering the credibility of  
29 witnesses, the court shall give weight to the fact findings of  
30 the board but shall not be bound by them. The court may affirm  
31 the adjudicator's decision or remand to the adjudicator or the  
32 board for further proceedings upon conditions determined by the  
33 court. The court shall reverse, modify, or grant any other  
34 appropriate relief from the board decision or the adjudicator's  
35 decision equitable or legal and including declaratory relief

1 if substantial rights of the petitioner have been prejudiced  
2 because the action is any of the following:

3     *a.* In violation of constitutional or statutory provisions.

4     *b.* In excess of the statutory authority of the board or the  
5 adjudicator.

6     *c.* In violation of a board rule or policy or contract.

7     *d.* Made upon unlawful procedure.

8     *e.* Affected by other error of law.

9     *f.* Unsupported by a preponderance of the competent evidence  
10 in the record made before the board and the adjudicator when  
11 that record is viewed as a whole.

12     *g.* Unreasonable, arbitrary or capricious or characterized  
13 by an abuse of discretion or a clearly unwarranted exercise of  
14 discretion.

15     3. An aggrieved or adversely affected party to the judicial  
16 review proceeding may obtain a review of any final judgment of  
17 the district court by appeal to the supreme court. The appeal  
18 shall be taken as in other civil cases, although the appeal may  
19 be taken regardless of the amount involved.

20     4. For purposes of this section, unless the context  
21 otherwise requires, "*rejecting party*" shall include but not be  
22 limited to an instructor employed by a community college.

23     Sec. 36. Section 279.19, Code 2023, is amended by striking  
24 the section and inserting in lieu thereof the following:

25     **279.19 Probationary period.**

26     1. The first three consecutive years of employment of  
27 a teacher in the same school district are a probationary  
28 period. However, if the teacher has successfully completed a  
29 probationary period of employment for another school district  
30 located in Iowa, the probationary period in the current  
31 district of employment shall not exceed one year. A board of  
32 directors may waive the probationary period for any teacher who  
33 previously has served a probationary period in another school  
34 district and the board may extend the probationary period for  
35 an additional year with the consent of the teacher.

1 2. a. In the case of the termination of a probationary  
2 teacher's contract, the provisions of sections 279.15 and  
3 279.16 shall apply. However, if the probationary teacher is a  
4 beginning teacher who fails to demonstrate competence in the  
5 Iowa teaching standards in accordance with chapter 284, the  
6 provisions of sections 279.17 and 279.18 shall also apply.

7 b. The board's decision shall be final and binding unless  
8 the termination was based upon an alleged violation of a  
9 constitutionally guaranteed right of the teacher or an alleged  
10 violation of public employee rights of the teacher under  
11 section 20.10.

12 3. Notwithstanding any provision to the contrary, the  
13 grievance procedures of section 20.18 relating to job  
14 performance or job retention shall not apply to a teacher  
15 during the first two years of the teacher's probationary  
16 period. However, this subsection shall not apply to a teacher  
17 who has successfully completed a probationary period in a  
18 school district in Iowa.

19 Sec. 37. Section 279.19A, subsections 1, 2, 7, and 8, Code  
20 2023, are amended to read as follows:

21 1. School districts employing individuals to coach  
22 interscholastic athletic sports shall issue a separate  
23 extracurricular contract for each of these sports. An  
24 extracurricular contract offered under [this section](#) shall be  
25 separate from the contract issued under [section 279.13](#). Wages  
26 for employees who coach these sports shall be paid pursuant  
27 to established or negotiated supplemental pay schedules.

28 An extracurricular contract shall be in writing, and shall  
29 state the number of contract days for that sport, the annual  
30 compensation to be paid, and any other matters as may be  
31 mutually agreed upon. The contract shall be for a single  
32 school year.

33 2. a. An extracurricular contract shall be continued  
34 automatically in force and effect for equivalent periods,  
35 except as modified or terminated by mutual agreement of

1 the board of directors and the employee, or terminated in  
2 accordance with this section. An extracurricular contract  
3 shall initially be offered by the employing board to an  
4 individual on the same date that contracts are offered to  
5 teachers under section 279.13. An extracurricular contract  
6 may be terminated at the end of a school year pursuant to  
7 sections 279.15 through 279.19. If the school district offers  
8 an extracurricular contract for a sport for the subsequent  
9 school year to an employee who is currently performing  
10 under an extracurricular contract for that sport, and the  
11 employee does not wish to accept the extracurricular contract  
12 for the subsequent year, the employee may resign from the  
13 extracurricular contract within twenty-one days after it has  
14 been received.

15 ~~b. If the provisions of an extracurricular contract executed~~  
16 ~~under this section conflict with a collective bargaining~~  
17 ~~agreement negotiated under chapter 20 and effective when the~~  
18 ~~extracurricular contract is executed or renewed, the provisions~~  
19 ~~of the collective bargaining agreement shall prevail Section~~  
20 ~~279.13, subsection 3, applies to this section.~~

21 7. An extracurricular contract may be terminated prior to  
22 the expiration of that contract ~~for any lawful reason following~~  
23 ~~an informal, private hearing before the board of directors~~  
24 ~~pursuant to section 279.27. The decision of the board to~~  
25 ~~terminate an extracurricular contract shall be final.~~

26 8. a. A termination proceeding regarding an extracurricular  
27 contract ~~shall either by the board pursuant to subsection 2 or~~  
28 ~~pursuant to section 279.27 does not affect a contract issued~~  
29 pursuant to section 279.13.

30 b. A termination of a contract entered into pursuant to  
31 section 279.13, or a resignation from that contract by the  
32 teacher, constitutes an automatic termination or resignation of  
33 the extracurricular contract in effect between the same teacher  
34 and the employing school board.

35 Sec. 38. Section 279.23, subsection 1, paragraph c, Code

1 2023, is amended to read as follows:

2 *c.* ~~The rate of compensation per week of five consecutive~~  
3 ~~days or month of four consecutive weeks.~~

4 Sec. 39. Section 279.23, subsection 5, Code 2023, is amended  
5 to read as follows:

6 5. Notwithstanding the other provisions of [this section](#),  
7 a temporary contract may be issued to an administrator ~~for~~  
8 ~~up to nine months. Notwithstanding the other provisions of~~  
9 ~~this section, a temporary contract may also be issued to~~  
10 ~~an administrator to fill a vacancy created by a leave of~~  
11 ~~absence in accordance with the provisions of [section 29A.28](#),~~  
12 ~~which contract shall automatically terminate upon return from~~  
13 ~~military leave of the former incumbent of the administrator~~  
14 ~~position. Temporary contracts and which contract shall not be~~  
15 ~~subject to the provisions of [sections 279.24](#) and [279.25](#).~~

16 Sec. 40. Section 279.24, subsections 2 and 4, Code 2023, are  
17 amended to read as follows:

18 2. If the board of directors is considering termination of  
19 an administrator's contract, prior to any formal action, the  
20 board may arrange to meet in closed session, in accordance with  
21 the provisions of [section 21.5](#), with the administrator and the  
22 administrator's representative. The board shall review the  
23 administrator's evaluation, review the reasons for nonrenewal,  
24 and give the administrator an opportunity to respond. If,  
25 following the closed session, the board of directors and the  
26 administrator are unable to mutually agree to a modification  
27 or termination of the administrator's contract, or the board  
28 ~~of directors may issue and the administrator are unable to~~  
29 ~~mutually agree to enter into a one-year, nonrenewable contract,~~  
30 ~~to the administrator. If the board of directors decides to~~  
31 ~~terminate the administrator's contract, the board shall follow~~  
32 the procedures in [this section](#).

33 4. Administrators employed in a school district for  
34 less than ~~three~~ two consecutive years are probationary  
35 administrators. However, a school board may waive the

1 probationary period for any administrator who has previously  
2 served a probationary period in another school district and  
3 the school board may extend the probationary period for an  
4 additional year with the consent of the administrator. If a  
5 school board determines that it should terminate a probationary  
6 administrator's contract, the school board shall notify the  
7 administrator not later than May 15 that the contract will not  
8 be renewed beyond the current year. The notice shall be in  
9 writing by letter, personally delivered, or mailed by certified  
10 mail. The notification shall be complete when received by the  
11 administrator. Within ten days after receiving the notice, the  
12 administrator may request a private conference with the school  
13 board to discuss the reasons for termination. The school  
14 board's decision to terminate a probationary administrator's  
15 contract shall be final unless the termination was based upon  
16 an alleged violation of a constitutionally guaranteed right of  
17 the administrator.

18 Sec. 41. Section 279.24, subsection 5, paragraphs c, d, e,  
19 f, g, and h, Code 2023, are amended to read as follows:

20 c. Within five days after receipt of the written notice  
21 that the school board has voted to consider termination of  
22 the contract, the administrator may request ~~a private hearing~~  
23 in writing to the secretary of the school board. ~~The board~~  
24 ~~shall then forward~~ that the notification be forwarded to the  
25 board of educational examiners along with a request that the  
26 board of educational examiners submit a list of five qualified  
27 administrative law judges to the parties. Within three  
28 days from receipt of the list the parties shall select an  
29 administrative law judge by alternately removing a name from  
30 the list until only one name remains. The person whose name  
31 remains shall be the administrative law judge. The parties  
32 shall determine by lot which party shall remove the first  
33 name from the list. The ~~private~~ hearing shall be held no  
34 sooner than ~~twenty~~ ten days and not later than ~~forty~~ thirty  
35 days following the administrator's request unless the parties

1 otherwise agree. If the administrator does not request a  
2 ~~private~~ hearing, the school board, not later than May 31, may  
3 determine the continuance or discontinuance of the contract  
4 and, if the board determines to continue the administrator's  
5 contract, whether to suspend the administrator with or without  
6 pay for a period specified by the board. School board action  
7 shall be by majority roll call vote entered on the minutes of  
8 the meeting. Notice of school board action shall be personally  
9 delivered or mailed to the administrator.

10 *d.* The administrative law judge selected shall notify  
11 the secretary of the school board and the administrator in  
12 writing concerning the date, time, and location of the private  
13 hearing. The school board may be represented by a legal  
14 representative, if any, and the administrator shall appear and  
15 may be represented by counsel or by representative, if any.  
16 ~~Any witnesses for the parties at the private hearing shall be~~  
17 ~~sequestered.~~ A transcript or recording shall be made of the  
18 proceedings at the ~~private~~ hearing. A school board member or  
19 administrator is not liable for any damage to an administrator  
20 or school board member if a statement made at the ~~private~~  
21 hearing is determined to be erroneous as long as the statement  
22 was made in good faith.

23 *e.* The administrative law judge shall, within ten days  
24 following the date of the ~~private~~ hearing, make a proposed  
25 decision as to whether or not the administrator should be  
26 dismissed, and shall give a copy of the proposed decision to  
27 the administrator and the school board. Findings of fact shall  
28 be prepared by the administrative law judge. The proposed  
29 decision of the administrative law judge shall become the final  
30 decision of the school board unless within ~~thirty~~ ten days  
31 after the filing of the decision the administrator files a  
32 written notice of appeal with the school board, or the school  
33 board on its own motion determines to review the decision.

34 *f.* If the administrator appeals to the school board, or if  
35 the school board determines on its own motion to review the

1 proposed decision of the administrative law judge, a private  
 2 hearing shall be held before the school board within ~~ten~~ five  
 3 days after the petition for review, or motion for review, has  
 4 been made or at such other time as the parties agree. The  
 5 private hearing is not subject to chapter 21. The school board  
 6 may hear the case de novo upon the record as submitted before  
 7 the administrative law judge. In cases where there is an  
 8 appeal from a proposed decision or where a proposed decision  
 9 is reviewed on motion of the school board, an opportunity  
 10 shall be afforded to each party to file exceptions, present  
 11 briefs, and present oral arguments to the school board which  
 12 is to render the final decision. The secretary of the school  
 13 board shall give the administrator written notice of the time,  
 14 place, and date of the ~~private~~ hearing. The school board shall  
 15 meet within five days after the ~~private~~ hearing to determine  
 16 the question of continuance or discontinuance of the contract  
 17 and, if the board determines to continue the administrator's  
 18 contract, whether to suspend the administrator with or  
 19 without pay for a period specified by the board ~~or issue the~~  
 20 ~~administrator a one-year, nonrenewable contract~~. The school  
 21 board shall make findings of fact which shall be based solely  
 22 on the evidence in the record and on matters officially noticed  
 23 in the record.

24 *g.* The decision of the school board shall be in writing  
 25 and shall include finding of fact and conclusions of law,  
 26 separately stated. Findings of fact, if set forth in statutory  
 27 language, shall be accompanied by a concise and explicit  
 28 statement of the underlying facts supporting the findings.  
 29 Each conclusion of law shall be supported by cited authority  
 30 or by reasoned opinion.

31 *h.* When the school board has reached a decision, opinion,  
 32 or conclusion, it shall convene in open meeting and by roll  
 33 call vote determine the continuance or discontinuance of  
 34 the administrator's contract and, if the board votes to  
 35 continue the administrator's contract, whether to suspend the

1 administrator with or without pay for a period specified by  
2 the board ~~or issue the administrator a one-year, nonrenewable~~  
3 ~~contract.~~ The record of the private hearing conference and  
4 ~~written decision of the board~~ findings of fact and exceptions  
5 shall be exempt from the provisions of **chapter 22**. The  
6 secretary of the school board shall immediately personally  
7 deliver or mail notice of the school board's action to the  
8 administrator.

9 Sec. 42. Section 279.27, Code 2023, is amended to read as  
10 follows:

11 **279.27 Discharge of teacher.**

12 ~~1.~~ A teacher may be discharged at any time during the  
13 contract year for just cause. The superintendent or the  
14 superintendent's designee, shall notify the teacher immediately  
15 that the superintendent will recommend in writing to the board  
16 at a regular or special meeting of the board held not more  
17 than fifteen days after notification has been given to the  
18 teacher that the teacher's continuing contract be terminated  
19 effective immediately following a decision of the board.  
20 The procedure for dismissal shall be as provided in section  
21 279.15, subsection 2, and **sections 279.16 through 279.19**. The  
22 superintendent may suspend a teacher under **this section** pending  
23 hearing and determination by the board.

24 ~~2.~~ For purposes of **this section**, ~~"just cause"~~ includes  
25 ~~but is not limited to a violation of the code of professional~~  
26 ~~conduct and ethics of the board of educational examiners if~~  
27 ~~the board has taken disciplinary action against a teacher,~~  
28 ~~during the six months following issuance by the board of a~~  
29 ~~final written decision and finding of fact after a disciplinary~~  
30 ~~proceeding.~~

31 Sec. 43. Section 284.3, subsection 2, Code 2023, is amended  
32 to read as follows:

33 2. A school board shall provide for the following:

34 a. For purposes of comprehensive evaluations, standards  
35 and criteria which measure a beginning teacher's performance

1 against the Iowa teaching standards specified in subsection 1,  
2 and the criteria for the Iowa teaching standards developed by  
3 the department in accordance with section 256.9, to determine  
4 whether the teacher's practice meets the requirements specified  
5 for a career teacher. These standards and criteria shall be  
6 set forth in an instrument provided by the department. The  
7 comprehensive evaluation and instrument are not subject to  
8 negotiations or grievance procedures pursuant to chapter 20 or  
9 determinations made by the board of directors under section  
10 279.14. A local school board and its certified bargaining  
11 representative may negotiate, pursuant to chapter 20,  
12 evaluation and grievance procedures for beginning teachers that  
13 are not in conflict with this chapter. If, in accordance with  
14 section 279.19, a beginning teacher appeals the determination  
15 of a school board to an adjudicator under section 279.17, the  
16 adjudicator selected shall have successfully completed training  
17 related to the Iowa teacher standards, the criteria adopted  
18 by the state board in accordance with subsection 3, and any  
19 additional training required under rules adopted by the public  
20 employment relations board in cooperation with the state board.

21 *b.* For purposes of performance reviews for teachers other  
22 than beginning teachers, evaluations that contain, at a  
23 minimum, the Iowa teaching standards specified in subsection  
24 1, as well as the criteria for the Iowa teaching standards  
25 developed by the department in accordance with section  
26 256.9, subsection 42. A local school board and its certified  
27 bargaining representative may negotiate, pursuant to chapter  
28 20, additional teaching standards and criteria. A local  
29 school board and its certified bargaining representative shall  
30 negotiate, pursuant to chapter 20, evaluation and grievance  
31 procedures for teachers other than beginning teachers that are  
32 not in conflict with this chapter.

33 Sec. 44. Section 284.4, subsection 1, paragraph b,  
34 subparagraphs (2) and (5), Code 2023, are amended to read as  
35 follows:

1 (2) Monitor the evaluation requirements of [this chapter](#)  
2 to ensure evaluations are conducted in a fair and consistent  
3 manner throughout the school district or agency. ~~The committee~~  
4 ~~shall~~ In addition to any negotiated evaluation procedures,  
5 develop model evidence for the Iowa teaching standards and  
6 criteria. The model evidence will minimize paperwork and focus  
7 on teacher improvement. The model evidence will determine  
8 which standards and criteria can be met with observation and  
9 which evidence meets multiple standards and criteria.

10 (5) ~~Determine~~ Ensure the agreement negotiated pursuant to  
11 chapter 20 determines the compensation for teachers on the  
12 committee for work responsibilities required beyond the normal  
13 work day.

14 Sec. 45. Section 284.8, subsections 2 and 3, Code 2023, are  
15 amended to read as follows:

16 2. If a supervisor or an evaluator determines, at any time,  
17 as a result of a teacher's performance that the teacher is not  
18 meeting district expectations under the Iowa teaching standards  
19 specified in [section 284.3, subsection 1](#), paragraphs "a"  
20 through "h", ~~and~~ the criteria for the Iowa teaching standards  
21 developed by the department in accordance with section 256.9,  
22 subsection 42, and any other standards or criteria established  
23 in the collective bargaining agreement, the evaluator shall,  
24 at the direction of the teacher's supervisor, recommend to  
25 the district that the teacher participate in an intensive  
26 assistance program. The intensive assistance program and its  
27 implementation are ~~not~~ subject to negotiation and grievance  
28 procedures established pursuant to [chapter 20](#). All school  
29 districts shall be prepared to offer an intensive assistance  
30 program.

31 3. A teacher who is not meeting the applicable standards and  
32 criteria based on a determination made pursuant to [subsection 2](#)  
33 shall participate in an intensive assistance program. ~~However,~~  
34 ~~a teacher who has previously participated in an intensive~~  
35 ~~assistance program relating to particular Iowa teaching~~

1 ~~standards or criteria shall not be entitled to participate~~  
2 ~~in another intensive assistance program relating to the same~~  
3 ~~standards or criteria and shall be subject to the provisions of~~  
4 ~~subsection 4.~~

5 Sec. 46. Section 284.8, Code 2023, is amended by adding the  
6 following new subsection:

7 NEW SUBSECTION. 2A. If a teacher is denied advancement  
8 to the career II or advanced teacher level based upon a  
9 performance review, the teacher may appeal the decision to an  
10 adjudicator under the process established under section 279.17.  
11 However, the decision of the adjudicator is final.

12 Sec. 47. Section 284.8, subsection 4, Code 2023, is amended  
13 by striking the subsection.

14 Sec. 48. EFFECTIVE DATE. This division of this Act, being  
15 deemed of immediate importance, takes effect upon enactment.

16 Sec. 49. APPLICABILITY. This division of this Act applies  
17 to employment contracts of school employees entered into  
18 pursuant to chapter 279 on and after the effective date of  
19 this division of this Act. This division of this Act does  
20 not apply to collective bargaining agreements which have been  
21 ratified in a ratification election referred to in section  
22 20.17, subsection 4, for which an arbitrator has made a final  
23 determination as described in section 20.22, subsection 11,  
24 or which have become effective, where such events occurred  
25 before the effective date of this division of this Act. This  
26 division of this Act applies to all collective bargaining  
27 procedures provided for in chapter 20 occurring on and after  
28 the effective date of this division of this Act and collective  
29 bargaining agreements pursuant to chapter 20 for which a  
30 ratification election referred to in section 20.17, subsection  
31 4, is held, for which an arbitrator makes a final determination  
32 as described in section 20.22, subsection 11, or which become  
33 effective on or after the effective date of this division of  
34 this Act.

35

DIVISION III



1     Sec. 56. Section 400.18, Code 2023, is amended by striking  
2 the section and inserting in lieu thereof the following:

3     **400.18 Removal, demotion, or suspension.**

4     1. A person holding civil service rights as provided in  
5 this chapter shall not be removed, demoted, or suspended  
6 arbitrarily, except as otherwise provided in this chapter, but  
7 may be removed, demoted, or suspended after a hearing by a  
8 majority vote of the civil service commission, for neglect of  
9 duty, disobedience, misconduct, or failure to properly perform  
10 the person's duties.

11    2. The party alleging neglect of duty, disobedience,  
12 misconduct, or failure to properly perform a duty shall have  
13 the burden of proof.

14    3. A person subject to a hearing has the right to be  
15 represented by counsel at the person's expense or by the  
16 person's authorized collective bargaining representative.

17     Sec. 57. Section 400.19, Code 2023, is amended to read as  
18 follows:

19     **400.19 ~~Removal, or discharge, demotion, or suspension of~~**  
20 **subordinates.**

21     The person having the appointing power as provided in  
22 this chapter, or the chief of police or chief of the fire  
23 department, ~~may, upon presentation of grounds for such action~~  
24 ~~to the subordinate in writing, peremptorily remove, discharge,~~  
25 ~~demote, or suspend,~~ demote, or discharge a subordinate then  
26 under the person's or chief's direction ~~due to any act or~~  
27 ~~failure to act by the employee that is in contravention of law,~~  
28 ~~city policies, or standard operating procedures, or that in~~  
29 ~~the judgment of the person or chief is sufficient to show that~~  
30 ~~the employee is unsuitable or unfit for employment~~ for neglect  
31 of duty, disobedience of orders, misconduct, or failure to  
32 properly perform the subordinate's duties.

33     Sec. 58. Section 400.20, Code 2023, is amended to read as  
34 follows:

35     **400.20 Appeal.**

1 The ~~removal, discharge~~ suspension, demotion, or ~~suspension~~  
2 discharge of a person holding civil service rights may be  
3 appealed to the civil service commission within fourteen  
4 calendar days after the ~~removal, discharge~~ suspension,  
5 demotion, or ~~suspension~~ discharge.

6 Sec. 59. Section 400.21, Code 2023, is amended to read as  
7 follows:

8 **400.21 Notice of appeal.**

9 If the appeal be taken by the person ~~removed, discharged~~  
10 suspended, demoted, or ~~suspended~~ discharged, notice of the  
11 appeal, signed by the appellant and specifying the ruling  
12 appealed from, shall be filed with the clerk of the commission.  
13 If the appeal is taken by the person making such ~~removal,~~  
14 ~~discharge~~ suspension, demotion, or ~~suspension~~ discharge, such  
15 notice shall also be served upon the person ~~removed, discharged~~  
16 suspended, demoted, or ~~suspended~~ discharged.

17 Sec. 60. Section 400.22, Code 2023, is amended to read as  
18 follows:

19 **400.22 Charges.**

20 Within fourteen calendar days from the service of the notice  
21 of appeal, the person or body making the ruling appealed  
22 from shall file with the body to which the appeal is taken a  
23 written specification of the charges and grounds upon which the  
24 ruling was based. If the charges are not filed, the person  
25 ~~removed, suspended or discharged, demoted, or suspended~~ may  
26 present the matter to the body to whom the appeal is to be  
27 taken by affidavit, setting forth the facts, and the body to  
28 whom the appeal is to be taken shall immediately enter an  
29 order reinstating the person ~~removed, suspended or discharged,~~  
30 ~~demoted, or suspended~~ for want of prosecution.

31 Sec. 61. Section 400.27, subsection 3, Code 2023, is amended  
32 to read as follows:

33 3. The city or any civil service employee shall have a  
34 right to appeal to the district court from the final ruling or  
35 decision of the civil service commission. The appeal shall be

1 taken within thirty days from the filing of the formal decision  
2 of the commission. The district court of the county in which  
3 the city is located shall have full jurisdiction of the appeal.  
4 ~~The scope of review for the appeal shall be limited to de novo~~  
5 ~~appellate review without a trial or additional evidence~~ The  
6 appeal shall be a trial de novo as an equitable action in the  
7 district court.

8 Sec. 62. Section 400.28, Code 2023, is amended by striking  
9 the section and inserting in lieu thereof the following:

10 **400.28 Employees — number diminished.**

11 1. When the public interest requires a diminution of  
12 employees in a classification or grade under civil service,  
13 the city council, acting in good faith, may do either of the  
14 following:

15 a. Abolish the office and remove the employee from the  
16 employee's classification or grade thereunder.

17 b. Reduce the number of employees in any classification or  
18 grade by suspending the necessary number.

19 2. In case it thus becomes necessary to so remove or suspend  
20 any such employees, the persons so removed or suspended shall  
21 be those having seniority of the shortest duration in the  
22 classifications or grades affected, and such seniority shall be  
23 computed as provided in section 400.12 for all persons holding  
24 seniority in the classification or grade affected, regardless  
25 of their seniority in any other classification or grade, but  
26 any such employee so removed from any classification or grade  
27 shall revert to the employee's seniority in the next lower  
28 grade or classification; if such seniority is equal, then the  
29 one less efficient and competent as determined by the person or  
30 body having the appointing power shall be the one affected.

31 3. In case of removal or suspension, the civil service  
32 commission shall issue to each person affected one certificate  
33 showing the person's comparative seniority or length of service  
34 in each of the classifications or grades from which the person  
35 is so removed and the fact that the person has been honorably

1 removed. The certificate shall also list each classification  
2 or grade in which the person was previously employed. The  
3 person's name shall be carried for a period of not less than  
4 three years after the suspension or removal on a preferred list  
5 and appointments or promotions made during that period to the  
6 person's former duties in the classification or grade shall  
7 be made in the order of greater seniority from the preferred  
8 lists.

9 Sec. 63. SENIORITY RIGHTS REESTABLISHED. The seniority  
10 rights of any civil service employee extinguished pursuant to  
11 section 400.12, subsection 4, on or after February 17, 2017,  
12 are hereby reestablished, including accrual of seniority during  
13 the period of extinguishment.

14 Sec. 64. EFFECTIVE DATE. This division of this Act, being  
15 deemed of immediate importance, takes effect upon enactment.

16 Sec. 65. APPLICABILITY. This division of this Act applies  
17 to employment actions taken on or after the effective date of  
18 this division of this Act.

19 DIVISION V

20 HEALTH INSURANCE MATTERS

21 Sec. 66. REPEAL. Section 70A.41, Code 2023, is repealed.

22 Sec. 67. EFFECTIVE DATE. This division of this Act, being  
23 deemed of immediate importance, takes effect upon enactment.

24 EXPLANATION

25 The inclusion of this explanation does not constitute agreement with  
26 the explanation's substance by the members of the general assembly.

27 This bill relates to employment matters involving public  
28 employees including collective bargaining, educator employment  
29 matters, personnel records and settlement agreements, city  
30 civil service requirements, and health insurance matters. The  
31 bill generally strikes statutory changes made by 2017 Iowa  
32 Acts, House File 291, and restores statutory language in effect  
33 prior to the enactment of 2017 Iowa Acts, House File 291.

34 DIVISION I — PUBLIC EMPLOYEE COLLECTIVE BARGAINING.

35 This division makes a variety of changes to Code chapter

1 20, the public employment relations Act, as well as other  
2 Code provisions relating to collective bargaining by public  
3 employees.

4 ELIMINATION OF PUBLIC SAFETY AND TRANSIT EMPLOYEE  
5 CATEGORIES. The division eliminates public safety employees  
6 and transit employees as separate categories of employees for  
7 the purposes of public employee collective bargaining, making  
8 affected provisions of Code chapter 20 applicable to all public  
9 employees governed by Code chapter 20.

10 SCOPE OF NEGOTIATIONS. The division makes changes to  
11 subjects which are negotiated through collective bargaining  
12 between public employers and public employees under Code  
13 section 20.9.

14 The division provides that the scope of negotiations for  
15 all public employees shall consist of wages, hours, vacations,  
16 insurance, holidays, leaves of absence, shift differentials,  
17 overtime compensation, supplemental pay, seniority, transfer  
18 procedures, job classifications, health and safety matters,  
19 evaluation procedures, procedures for staff reduction,  
20 in-service training, dues checkoff, grievance procedures for  
21 resolving any questions arising under the agreement, and  
22 other matters mutually agreed upon. The division provides  
23 that retirement systems shall be excluded from the scope of  
24 negotiations.

25 The division strikes language providing that mandatory  
26 subjects of negotiation under Code section 20.9 shall be  
27 interpreted narrowly and restrictively. The division strikes  
28 language limiting the term of a collective bargaining agreement  
29 entered into pursuant to Code chapter 20 to a maximum of five  
30 years.

31 ARBITRATION PROCEDURES. The division makes changes to the  
32 procedures for arbitration of impasses in collective bargaining  
33 between public employers and public employees under Code  
34 section 20.22.

35 The division modifies the factors that an arbitrator is

1 required to consider in addition to any other relevant factors  
2 in making a final determination on an impasse item. The  
3 division requires an arbitrator to consider past collective  
4 bargaining contracts between the parties including the  
5 bargaining that led up to such contracts; comparison of wages,  
6 hours, and conditions of employment of the involved public  
7 employees with those of other public employees doing comparable  
8 work, giving consideration to factors peculiar to the area and  
9 the classifications involved; the interests and welfare of the  
10 public, the ability of the public employer to finance economic  
11 adjustments, and the effect of such adjustments on the normal  
12 standard of services; and the power of the public employer  
13 to levy taxes and appropriate funds for the conduct of its  
14 operations.

15 The division strikes language permitting the parties to  
16 agree to change the four-day deadline to serve final offers on  
17 impasse items after a request for arbitration is received.

18 The division strikes language prohibiting the parties to an  
19 arbitration from introducing, and the arbitrator from accepting  
20 or considering, any direct or indirect evidence regarding any  
21 subject excluded from negotiations pursuant to Code section  
22 20.9.

23 The division strikes language providing for a maximum  
24 increase in base wages in an arbitrator's award.

25 PUBLIC EMPLOYEE ELECTIONS. The division makes changes to  
26 public employee elections conducted pursuant to Code section  
27 20.15.

28 The division strikes language providing for retention and  
29 recertification elections and requires the public employment  
30 relations board (PERB) to cancel any such elections scheduled  
31 or in process. The division requires the PERB to consider a  
32 petition for certification of an employee organization as the  
33 exclusive representative of a bargaining unit for which an  
34 employee organization was not retained and recertified as the  
35 exclusive representative of that bargaining unit regardless of

1 the amount of time that has elapsed since the retention and  
2 recertification election, notwithstanding prior requirements  
3 prohibiting such consideration for two years.

4 The division provides that the outcome of a certification  
5 or decertification election is determined by a majority vote  
6 of the members of the bargaining unit voting, rather than the  
7 total membership of the bargaining unit. The division provides  
8 for a runoff election if none of the choices on the ballot in a  
9 certification election receives a majority vote of the members  
10 of the bargaining unit voting.

11 The division lowers the required percentage of support  
12 from employees in a bargaining unit required for an employee  
13 organization that did not submit a petition for certification  
14 as the exclusive bargaining representative of a bargaining unit  
15 to be listed on the ballot for a certification election from 30  
16 percent to 10 percent.

17 The division strikes language prohibiting the PERB from  
18 considering a petition for certification as the exclusive  
19 bargaining representative of a bargaining unit unless a  
20 period of two years has elapsed from the date of the last  
21 certification election in which an employee organization  
22 was not certified as the exclusive representative of that  
23 bargaining unit or of the last decertification election in  
24 which an employee organization was decertified as the exclusive  
25 representative of that bargaining unit. The division prohibits  
26 the PERB from considering a petition for certification as the  
27 exclusive bargaining representative of a bargaining unit for  
28 one year after the employee organization is not certified in a  
29 certification election. The division makes additional changes  
30 relating to the scheduling of decertification elections.

31 EMPLOYEE ORGANIZATION DUES. The division strikes a  
32 prohibition on public entities authorizing or administering  
33 a deduction from the salaries or wages of its employees for  
34 membership dues to an employee organization. The division  
35 provides procedures for administering such dues deductions.

1 PERB DUTIES. The division provides that the PERB may  
2 interpret and apply, as well as administer, Code chapter 20.

3 The division strikes language permitting the PERB to  
4 appoint a certified shorthand reporter to report state employee  
5 grievance and discipline resolution proceedings, to contract  
6 with a vendor to conduct elections, to establish fees to cover  
7 the cost of elections, and to retain certain funds collected by  
8 the PERB as repayment receipts.

9 STATEWIDE COLLECTIVE BARGAINING AGREEMENTS FOLLOWING A  
10 GUBERNATORIAL ELECTION YEAR. The division strikes language  
11 providing for modified collective bargaining procedures for a  
12 proposed, statewide collective bargaining agreement to become  
13 effective in the year following a general election in which the  
14 governor and certain other elected officials are elected.

15 CONFIDENTIAL RECORDS. The division strikes language  
16 providing that certain information relating to elections  
17 conducted by the PERB is a confidential record under Code  
18 chapter 22, the state open records law.

19 MISCELLANEOUS PROVISIONS RELATING TO PUBLIC EMPLOYEE  
20 COLLECTIVE BARGAINING. The division strikes a definition of  
21 "supplemental pay".

22 The division strikes language providing that a public  
23 employer has the right to evaluate public employees in  
24 positions within the public agency. The division strikes  
25 language providing that a public employee has the right under  
26 Code section 20.8 to exercise any right or seek any remedy  
27 provided by law, including but not limited to Code sections  
28 70A.28 and 70A.29, Code chapter 8A, subchapter IV, and Code  
29 chapters 216 and 400.

30 The division transfers language in Code section 20.10  
31 prohibiting a public employee or any employee organization  
32 from negotiating or attempting to negotiate directly with a  
33 member of the governing board of a public employer if the  
34 public employer has appointed or authorized a bargaining  
35 representative for the purpose of bargaining with the public

1 employees or their representative to Code section 20.17.

2 The division decreases the amount of time before an employee  
3 organization decertified as the exclusive representative of a  
4 bargaining unit for violating an injunction against an unlawful  
5 strike can be certified again from 24 months to 12 months.

6 The division strikes language prohibiting voluntary  
7 contributions by individuals to political parties or candidates  
8 through payroll deductions.

9 The division strikes a requirement that a copy of a final  
10 collective bargaining agreement be filed with the PERB by  
11 the public employer within 10 days of the agreement being  
12 entered into. The division strikes a requirement that the  
13 PERB maintain an internet site that allows searchable access  
14 to a database of collective bargaining agreements and other  
15 collective bargaining information.

16 The division changes the period before retirement for a  
17 prohibited voluntary reduction to a nonsupervisory rank or  
18 grade by a supervisor and related ineligibility for benefits  
19 from 36 months to 6 months.

20 The division strikes language providing that a mediator  
21 shall not be required to testify in any arbitration proceeding  
22 regarding any matters occurring in the course of a mediation.

23 The division requires a council, board of waterworks, or  
24 other board or commission which establishes a pension and  
25 annuity retirement system pursuant to Code chapter 412 to  
26 negotiate in good faith with a certified employee organization  
27 which is the collective bargaining representative of the  
28 employees, with respect to the amount or rate of the assessment  
29 on the wages and salaries of employees and the method or  
30 methods for payment of the assessment by the employees.

31 The division makes additional conforming changes.

32 **TRANSITION PROVISIONS — DEADLINE.** The division requires  
33 parties, mediators, and arbitrators engaging in any collective  
34 bargaining procedures provided for in Code chapter 20, Code  
35 2023, who have not, before the effective date of the division,

1 completed such procedures, to immediately terminate any such  
2 procedures in process as of the effective date of the division.  
3 The division provides that a collective bargaining agreement  
4 negotiated pursuant to such procedures in process shall not  
5 become effective. The division prohibits parties, mediators,  
6 and arbitrators from engaging in further collective bargaining  
7 procedures except as provided in the division. The division  
8 requires such parties to commence collective bargaining in  
9 accordance with Code section 20.17, as amended by the division.  
10 The division requires such parties to complete such bargaining  
11 not later than June 30, 2023, unless the parties mutually agree  
12 to a different deadline.

13 The division requires the PERB to adopt emergency rules to  
14 implement these requirements. The division also requires the  
15 department of administrative services to adopt emergency rules  
16 to implement the provisions of the division relating to dues  
17 deductions.

18 EFFECTIVE DATE AND APPLICABILITY PROVISIONS. The division  
19 takes effect upon enactment.

20 With the exception of the section of the division amending  
21 Code section 20.6, subsection 1, the division does not apply  
22 to collective bargaining agreements which have been ratified  
23 in a ratification election, for which an arbitrator has made  
24 a final determination, or which have become effective, where  
25 such events occurred before the effective date of the division.  
26 The division applies to all collective bargaining procedures  
27 provided for in Code chapter 20 occurring on and after the  
28 effective date of the division and collective bargaining  
29 agreements for which a ratification election is held, for which  
30 an arbitrator makes a final determination, or which become  
31 effective on or after the effective date of the division.

32 DIVISION II — EDUCATOR EMPLOYMENT MATTERS. This division  
33 makes a variety of changes relating to educator employment  
34 matters.

35 TERMINATION OF TEACHER EMPLOYMENT CONTRACTS. The division

1 makes various changes relating to the termination of teacher  
2 employment contracts.

3 The division shortens various procedural deadlines  
4 regarding private hearings held after a superintendent  
5 recommends termination of a teacher's employment contract.  
6 The division makes participation in such a private hearing  
7 by the superintendent, the superintendent's designated  
8 representatives, the teacher's immediate supervisor, the  
9 teacher, and the teacher's representatives mandatory on the  
10 part of those individuals instead of discretionary. The  
11 division requires that the school board employ a certified  
12 shorthand reporter to keep a record of a private hearing.  
13 The division requires the school board to issue subpoenas  
14 for witnesses and evidence on behalf of the board and the  
15 teacher. The division provides for a judicial remedy if a  
16 witness appears and refuses to testify or to produce required  
17 books or papers at a private hearing. The division authorizes  
18 the superintendent and the teacher to file written briefs and  
19 arguments with the board at the conclusion of the private  
20 hearing. The division provides deadlines for determining  
21 the status of the teacher's contract if the teacher does not  
22 request a private hearing. The division requires that the  
23 decision of the board include findings of fact and conclusions  
24 of law. The division strikes language authorizing a school  
25 board which votes to continue a teacher's contract to issue  
26 the teacher a one-year, nonrenewable contract. The division  
27 permits a teacher to appeal the board's determination to an  
28 adjudicator and provides procedures for such appeals.

29 TEACHER PROBATIONARY PERIODS. The division makes various  
30 changes relating to probationary employment of teachers.

31 The division decreases from two years to one year the  
32 length of a teacher's probationary employment period in a  
33 school district if the teacher has successfully completed a  
34 probationary period of employment for another school district  
35 located in Iowa.

1 The division provides that requirements for notices of  
2 termination, private hearings, and appeals applicable to  
3 nonprobationary teachers whose employment contracts are  
4 terminated are applicable to probationary teachers whose  
5 employment contracts are terminated. The division strikes  
6 alternative procedures for the termination of employment  
7 contracts of such probationary teachers, including notification  
8 procedures and the opportunity to request a private conference  
9 with the school board.

10 EXTRACURRICULAR INTERSCHOLASTIC ATHLETIC COACH CONTRACTS.

11 The division makes various changes relating to extracurricular  
12 interscholastic athletic coach employment contracts.

13 The division provides that wages for such coaches shall be  
14 paid pursuant to established or negotiated supplemental pay  
15 schedules. The division provides that employment contracts  
16 of such coaches shall be continued automatically in force and  
17 effect for equivalent periods and that the termination of such  
18 contracts follows procedures similar to those used for teacher  
19 contracts. The division strikes language providing that  
20 employment contracts of such coaches may be terminated prior to  
21 their expiration for any lawful reason following an informal,  
22 private hearing before the school board. The division strikes  
23 language providing that the decision of the school board to  
24 terminate such a contract is final.

25 SCHOOL ADMINISTRATOR EMPLOYMENT MATTERS. The division makes  
26 various changes relating to school administrator employment  
27 matters.

28 The division provides that the rate of compensation in an  
29 administrator's employment contract must be on a weekly or  
30 monthly basis.

31 The division strikes language authorizing a school board to  
32 issue a temporary employment contract to an administrator for  
33 a period of up to nine months.

34 The division strikes language authorizing a school board to  
35 issue a one-year, nonrenewable employment contract and instead

1 authorizes a school board considering the termination of an  
2 administrator's contract and the administrator to mutually  
3 agree to enter into such a contract.

4 The division decreases the probationary employment period  
5 for administrators from three years to two years and authorizes  
6 a school board to waive the probationary period for an  
7 administrator who previously served a probationary period in  
8 another school district.

9 The division strikes language providing that a hearing  
10 before an administrative law judge requested by an  
11 administrator whose employment contract a school board is  
12 considering terminating shall be a private hearing. The  
13 division reduces certain procedural deadlines relating to such  
14 hearings. The division strikes language providing that any  
15 witnesses for the parties at the hearing shall be sequestered.  
16 The division requires that the decision of the board include  
17 findings of fact and conclusions of law. The division strikes  
18 language authorizing a school board which votes to continue an  
19 administrator's contract to issue the administrator a one-year,  
20 nonrenewable contract.

21 INTENSIVE ASSISTANCE PROGRAMS. The division makes various  
22 changes relating to intensive assistance programs.

23 The division strikes language providing that a teacher who  
24 has previously participated in an intensive assistance program  
25 relating to particular Iowa teaching standards or criteria  
26 shall not be entitled to participate in another intensive  
27 assistance program relating to the same standards or criteria.  
28 The division strikes language providing that following a  
29 teacher's participation in an intensive assistance program, the  
30 teacher shall be reevaluated to determine whether the teacher  
31 successfully completed the intensive assistance program and  
32 is meeting district expectations under the applicable Iowa  
33 teaching standards or criteria. The division strikes language  
34 providing that if the teacher did not successfully complete  
35 the intensive assistance program or continues not to meet the

1 applicable Iowa teaching standards or criteria, the board may  
2 initiate procedures to terminate the teacher's employment  
3 contract immediately or at the end of the school year or may  
4 continue the teacher's contract for a period not to exceed one  
5 year on a nonrenewable basis and without the right to a private  
6 hearing.

7 MISCELLANEOUS PROVISIONS RELATING TO EDUCATOR EMPLOYMENT  
8 MATTERS. The division strikes language authorizing a school  
9 board to issue a temporary employment contract to a teacher for  
10 a period of up to six months.

11 The division strikes language providing that just cause  
12 for which a teacher may be discharged at any time during the  
13 contract year under Code section 279.27 includes but is not  
14 limited to a violation of the code of professional conduct  
15 and ethics of the board of educational examiners if the board  
16 has taken disciplinary action against a teacher during the  
17 six months following issuance by the board of a final written  
18 decision and finding of fact after a disciplinary proceeding.

19 The division either authorizes or requires a school board  
20 and its certified bargaining representative to negotiate  
21 various matters pursuant to Code chapter 20.

22 The division makes additional conforming changes.

23 EFFECTIVE DATE AND APPLICABILITY PROVISIONS. The division  
24 takes effect upon enactment.

25 The division applies to employment contracts of school  
26 employees entered into pursuant to Code chapter 279 on and  
27 after the effective date of the division. The division does  
28 not apply to collective bargaining agreements pursuant to Code  
29 chapter 20 which have been ratified in a ratification election,  
30 for which an arbitrator has made a final determination, or  
31 which have become effective, where such events occurred before  
32 the effective date of the division. The division applies to  
33 all collective bargaining procedures provided for in Code  
34 chapter 20 occurring on and after the effective date of the  
35 division and collective bargaining agreements pursuant to Code

1 chapter 20 for which a ratification election is held, for which  
2 an arbitrator makes a final determination, or which become  
3 effective on or after the effective date of the division.

4 DIVISION III — PERSONNEL RECORDS AND SETTLEMENT AGREEMENTS.  
5 This division makes changes relating to public employee  
6 personnel records and settlement agreements.

7 PERSONNEL RECORDS. The division strikes language providing  
8 that certain information relating to the discipline,  
9 resignation, discharge, or demotion of a public employee is a  
10 public record and requiring notice to affected employees.

11 PERSONNEL SETTLEMENT AGREEMENTS. The division also strikes  
12 language prohibiting a personnel settlement agreement between  
13 the state and a state executive branch employee that contains  
14 confidentiality or nondisclosure provisions that attempt to  
15 prevent the disclosure of the agreement.

16 EFFECTIVE DATE AND APPLICABILITY PROVISIONS. The division  
17 takes effect upon enactment.

18 The division applies to requests for records submitted on or  
19 after the effective date of the division.

20 DIVISION IV — CITY CIVIL SERVICE REQUIREMENTS. This  
21 division makes a variety of changes relating to city civil  
22 service requirements under Code chapter 400.

23 SENIORITY RIGHTS. The division strikes language permitting  
24 a city council to extinguish statutory seniority rights of  
25 all city civil service employees who are not employed or  
26 appointed as a fire fighter or police officer, fire chief or  
27 police chief, or assistant fire chief or assistant police  
28 chief, unless otherwise provided in a collective bargaining  
29 agreement. The division reestablishes any such rights so  
30 extinguished, including accrual of seniority during the period  
31 of extinguishment.

32 ADVERSE EMPLOYMENT ACTIONS — GROUNDS AND PROCEDURES. The  
33 division provides that adverse employment action may be taken  
34 against a city civil service employee for neglect of duty,  
35 disobedience, misconduct, or failure to properly perform the

1 person's duties. The division strikes language permitting  
2 such action to be taken due to any act or failure to act by  
3 the employee that is in contravention of law, city policies,  
4 or standard operating procedures, or that in the judgment  
5 of the person having the appointing power as provided in  
6 this Code chapter, or the chief of police or chief of the  
7 fire department, is sufficient to show that the employee is  
8 unsuitable or unfit for employment.

9 The division strikes language providing that the scope of  
10 review for an appeal to district court from a civil service  
11 commission shall be limited to de novo appellate review without  
12 a trial or additional evidence, instead providing that the  
13 appeal shall be a trial de novo as an equitable action.

14 DIMINUTION OF EMPLOYEES. The division provides that a  
15 diminution of city employees by a city council can only be  
16 implemented when the public interest requires. The division  
17 permits a diminution to be carried out either by abolishing  
18 an office and removing the employee from the employee's  
19 classification or grade thereunder, or reducing the number of  
20 employees in any classification or grade by suspending the  
21 necessary number. The division provides for such removal to be  
22 carried out based on seniority and requires that employees so  
23 removed be placed on a preferred list for at least three years  
24 for purposes of appointments or promotions made during that  
25 period to the person's former duties.

26 MISCELLANEOUS PROVISIONS. The division makes changes in  
27 terminology relating to adverse employment actions for city  
28 civil service employees.

29 The division makes additional conforming changes.

30 EFFECTIVE DATE AND APPLICABILITY PROVISIONS. The division  
31 takes effect upon enactment.

32 The division applies to employment actions taken on or after  
33 the effective date of the division.

34 DIVISION V — HEALTH INSURANCE MATTERS. This division  
35 strikes a requirement that a public employer shall offer health

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1 insurance to all permanent, full-time public employees employed  
2 by the public employer.

3 EFFECTIVE DATE. The division takes effect upon enactment.